The Romanian Presidency of the Council of the European Union

EUPAN DG Meeting

3-4 June, Bucharest
Ethics, an integral part of the organizational culture

Cristina Panţîru, public manager, National Agency of Civil Servants
Current trends - ethics in public administration

2004 – Main features of an Ethics Framework for the Public Sector / EUPAN Dutch Presidency, adopted by the DGs
-contains suggestions for structuring ethics codes, for promoting integrity through recruitment, training, ethical leadership, mobility, reporting, sanctions.

2019 – EU rules for protecting whistle-blowers
2019 – European Commission - Ethics Guidelines for Trustworthy AI (Guidelines are addressed to all relevant stakeholders developing, deploying or using AI)

2017 – Quality of Public Administration – A Toolbox for Practitioners – chapter on ethics, openness and anti-corruption (European principles and values)

Trend to update ethics codes
Map the current situation regarding the promotion of ethical conduct, integrity in public administration, and approaches for tackling ethical issues;

Facilitate experience exchange within EUPAN regarding:
- tools for tackling ethical issues in public administration,
- training approaches,
- the update of ethics codes, etc.

Identify topical issues regarding ethics in public administration, for further discussion in EUPAN.
Main research questions of the survey

What is the trend regarding ethics codes in European countries?

How are ethical dilemmas tackled?

How are ethical requirements reflected in decision-making?

What tools are used to promote ethical decisions in the public administration?

What challenges are anticipated for promoting ethics in the public administration?
Common ground

Responses from 26 EUPAN members

AT  BE  BG  CZ  CH  DE  DK  EE  FI  FR  GR  HU  IT  LV  LU  MT  NL  NO  PL  PT  RO  SK  SI  ES  SE  EC

Common ground regarding ethical codes:

- All respondents have ethics codes for PA employees or civil servants,
- Similar issues tackled in ethics codes: rule of law, impartiality, respect for human dignity, non-discrimination, transparency, responsibility, public interest, conflicts of interest, rights and duties, disclosure of wrongdoing.
- Some changes in ethics regulations are recent – 2015 (SI), 2017 (AT), 2018 (LV, SK).
Common ground + some underexplored areas

- Ethics of recruitment, selection and performance management: the principles of non-discrimination (24), fair treatment (23), objectivity (22), transparency (20), conflict of interests (21), merit (19).

- Ethics of public service delivery: the principles of non-discrimination (24), fair treatment (22), transparency (21).

- Ethics of workplace relations: preventing harassment (19), fair treatment (19), respect for human dignity (18), mediation of conflicts (10).

! Out of 26 respondents only 10 have norms of conduct for political officials.

! The use of ethical dilemmas in recruitment (8)
Ethics training

- Common topics: conflict of interests (24), prevention of corruption (24), information regarding rights and duties (22), ethical leadership (18), public interest (18), relations with stakeholders (14), harassment (15).

- Issues less widespread in training: human rights (10), ethics regarding the use of technology (8).

Training delivered with workshops (21), lectures (19), discussions (16), e-learning (15).

Other: video/game simulation (3), writing reflections (1), role play (1), podcast (1).
Tools for tackling ethical issues

- Ethics procedures (18)
- Designated person for discussing ethical issues (15)
- Institution that investigates allegations regarding breaches of ethics code (15)
- Committee within each institution (11),
- Committee that provides ethical advice (9)
- Feedback from PA employees (11), feedback from citizens (7)

Some countries and EC have most or all of these tools: EE 6, BE 6, IT 7, EC 7
Examples / descriptions of tools for tackling ethical issues

5 examples regarding ethics / integrity advisors AT, DE, HU, RO, SK
3 examples of disciplinary boards BG, CZ, SE
2 examples of unit/committee for the management of conflict of interest GR, EC
4 examples of ethics training BE, DK, FI, PT
Conflict mediation offices CH, LU
personnel survey CH
Public Service Ethics Commission (Commission de déontologie) FR
Integrity policy HU, PL, NL
National Action Plan for Open Government IT
Innovation Laboratories promoting new common public sector values and ethical principles LV
Ethics challenges for the future

- promoting trust in the public administration (24)
- disclosure of wrongdoing (17)
- the involvement of stakeholders (14), independence from political or business influence (14)
- tackling wellbeing (14)
- the use of artificial intelligence in PA (14)

Topical issues discussed at EUPAN WL meeting:
- tools for tackling conflict of interests,
- ethics of work relations,
- ethical dilemmas: legality and ethics may be different,
- ethical implications of the use of social media.
Recommended future topics for EUPAN

To **analyze trust in public administration in relation to:**
- prevention / management of conflict of interests,
- the use of technology, AI, social media in public administration,
- disclosure of wrongdoing / whistleblowing,
- leadership and policy-making in public administration,
- participation of citizens in the design of public services,
- public administration values in practice.

The **ethics of workplace relations:**
- wellbeing at work (including health and safety), preventing harassment, mediation of conflicts, etc.
Thank you!

RO EUPAN TEAM:
ro.eupan@anfp.gov.ro

More about the Romanian Presidency:
www.romania2019.eu

#RO2019EU